

## **Recommended Salary Guidelines for Full-Time Parish Positions in Catechetical and Youth Ministry**

(These are suggested guidelines. It is hoped they will provide guidance.)

### **A. CERTIFICATION POINTS**

Basic Catechist Certification	4
Certificate - National Certificate Program	10
Advanced Catechist Certification	10
Catechetical Administrator Certification	10
California Master Catechist Certification	12

### **POINTS A:**

### **B. EDUCATION (Choose one only)**

BA (Major in Theology or Religious Studies)	16
Graduate Certificate in Religious Education	22
MA (Theology, Religious Studies, Religious Education, Pastoral Ministry, etc.)	28
Ph.D. (Theology, Ministry, etc.)	34
Related Degrees from other fields:	
BA/BS	12
MA/MS	16

### **POINTS B:**

**C. DIRECT RESPONSIBILITY** (add all those that are current programs and are included in the person's job description).

Early Childhood	3
Catechesis: Grades 1-6	3
Catechesis: Grades 7-8	3
Catechesis: Grades 9-12	3
Confirmation	3
Youth Ministry	3
Young Adult Ministry (18-35)	3
Adult Education	3
RCIA	3
Older Adults	3
Pre-Baptismal preparation	3
Parent Education	3
Special Education	3
Marriage preparation	3

### **POINTS C:**

D. NUMBERS OF VOLUNTEERS/EMPLOYEES THAT THE STAFF PERSON SUPERVISES

5-10 volunteers/catechists/leaders	5
11-25 volunteers/catechists/leaders	8
26-50 volunteers/catechists/leaders	12
Over 50 volunteers/catechists/leaders	18

POINTS D:

E. FULL-TIME EXPERIENCE IN CATECHETICAL/YOUTH MINISTRY (Paid or volunteer)

2 years	6
3-5 years	16
6-10 years	24
11+ years	30

POINTS E:

F. PART-TIME EXPERIENCE IN CATECHETICAL/YOUTH MINISTRY  
(less than 20 hr/wk experience)

1-2 years	3
3-5 years	8
6-10 years	12
11+ years	15

POINTS F:

G. FLUENCY IN ANOTHER LANGUAGE

(as needed)	6
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POINTS G.

TOTAL POINTS (A-G) SALARY RANGE (as of July 1, 2014)

Less than 35 points	-37,440
36- 55 points	37,440 -39,000
56- 75 points	39,000 -43,000
76- 105 points	43,000 -47,000
106- 135 points	47,000 - 51,000
135+ points	51,000+